

# HR NETWORKING PRESENTATION

## BENEFITS UPDATE – 2004

August 26, 2003

- Healthline

- In print, scheduled to be mailed approximately August 29, 2003
- Payroll, Personnel and TCAC will receive e-mail version the morning of the mailing
- 2004 Rates and Plan Availability
- Consumer Health Choice
  - Communications
  - Disease Management
  - Leapfrog Initiative
  - Employee Self Service
  - Online Open Enrollment

- 
- Troy's Letter regarding Total Compensation
  - 2004 Group Benefit Plans Q&As

- Addressing: Flexible spending plans, disease management, reason for minimal changes this year, deletion of HMO, CoverColorado impact, options for employees who cannot afford one of the State plans and buying individual health care coverage

---

- Benefit Changes for 2004

- State contribution for Health, Life and Dental increased by 4.7%
- Premium increase for Health Plans varies from 5-26% by plan
- Total Employee cost for health plans ranges from -10.92% (decrease) - 44% (increase) by plan with single coverage
- HB03-1316 should help defray some of these increases in the future (Troy would you like to add anything)
- Admin Fee increasing from \$2.90 to \$3.30

- Assessed to all employees who are enrolled in health plans, with decrease in enrollment, fee must increase to fund benefits administration (looking at some changes to be incorporated)
  - Deleting Rocky Mountain HMO as a carrier for 2004
    - Service Area decreased by 29 counties and no longer considered a “statewide” HMO
    - RMHMO & Employee Benefits are coordinating the notification and displacement of approximately 551 employees
    - RMHMO & EBU will implement transition of care plans for individuals in treatment
  - Renewal of Kaiser, PacifiCare, San Luis Valley HMOs with minimal plan changes for 2004
  - Renewal of Anthem Blue Cross Blue Shield PPO & EPO for 2004 with modified vision benefit for both plans (Exam only copay \$20.00)
  - New vendor for Basic and Optional life will be Standard Insurance for 2004
- 
- Renewal of Delta Dental Basic and Basic Plus for 2004 with no change in premium or contribution
- 
- Online Open Enrollment
    - Changes only enrollment for 2004
      - If employees are satisfied with current elections for 2003, they do not need to do anything, elections will roll forward for 2004
        - Exception: Employees must actively enroll each year if they are selecting a flexible spending account for medical and/or dependent care
    - NO Printed Material will be mailed other than Welcome letter from Troy Eid and step by step instructions for accessing the Open Enrollment site
    - Training for agency payroll and personnel staff –Sept 3
      - Initially, there will be a learning curve, some resistance with new process but EBU will work with employees to alleviate or mitigate their concerns

- Effort to reduce paperwork for the agencies and reduce cost of printing and mailing
- Reduction of multiple data entries, increases accuracy of information transmitted to carriers
- Public access for employees without computers at home or at the office
  - List of all libraries in the state with internet access will be e-mailed to all, HR Network, PPUG and TCAC members for reference and will also be available of the DPA website
  - EBU presently working with other groups within state government to research additional public access for employees.

○ Employee Enrollment Process will include:

- Login – name and SSN, click first time user
  - Validation required
  - Electronic signature statement
- Formal acceptance of benefits selection without signature forms
  - Employee creates own User ID and Password
- Review basic information, approve or edit
- Review dependent information, approve or edit
- Select benefit plans
- Review all selections and Confirm

● Future Plans

- RFP for all Medical Plans for 2005
- RFP to separate Disease Management Component from Medical Plans – cost will be transparent to employee
- Focus Group for plan designs including internal stakeholders